

Racial Justice Consultant Consultancy Brief

Introduction

We seek to appoint a self-employed consultant who understands how we can make tangible progress on The Church of England's strategic aim to be a younger, diverse, equitable¹, inclusive and anti-racist organisation that promotes racial justice. The Church of England is engaged in a process of reflection and learning in recognition that it has not been the welcoming 'spiritual home' it aspires to be for many people whose family heritage lies within Commonwealth countries and the wider world. In the 2020 report 'From Lament to Action', the Church recognised that its 'good intentions' towards being a church where people of diverse backgrounds could feel at home had never been adequately resourced or followed through in terms of policies or practical action.²

The Diocese of Bath and Wells is one of the country's 42 Church of England dioceses. The diocese stretches from Portishead in the north to Crewkerne in the south, Minehead in the west to Frome in the east. The diocese loves and serves in the region of 1,000,000 people who live here through its family of 466 parishes and 181 church schools³. We want to recognise, celebrate, and embrace our diversity. As a key part of this we plan to develop an integrated Diocesan approach to racial justice and ensure this is reflected in our Diocesan Vision, prioritising and supporting healing and reconciliation in our communities.

The self-employed consultant will play a pivotal role in developing our Racial Justice strategy and action plan. The first task will be to conduct a comprehensive audit of our Racial Justice practices, a crucial step in our journey towards significant progress against the Lament to Action Plan.⁴ We want the consultant to work alongside our team using action research and active learning.

Tasks and Outcomes Required

It is anticipated that the following services will need to be provided by the self-employed consultant.

1. Develop a project plan for the audit, in consultation with staff within the Diocese of Bath and Wells.
2. Hold consultation meetings and interviews and conduct desk research.
3. Develop a report with recommendations.
4. Develop a strategy with an action plan.

Budget

Proposals must include all fees, expenses, travel costs, and VAT, if applicable. The budget envelope is £20,000, but one of the criteria for selection will be value for money.

¹ <https://www.churchofengland.org/about/vision-and-strategy>

² <https://www.churchofengland.org/mission-ministry/inclusivity/racial-justice>

³ <https://www.bathandwells.org.uk/>

⁴ <https://www.churchofengland.org/sites/default/files/2021-04/FromLamentToAction-report.pdf>

How to Apply

To apply, please provide the following items via email to Enita Andrews on enita.andrews@bathwells.anglican.org by **12 noon on 30 November 2024**

Please include:

1. Your CV.
2. A covering letter explaining your relevant experience. This letter should include:
 - a. examples of any action plans or strategy documents you have drafted related to race equality issues.
 - b. a description of your vision and approach for the strategy, action plan and report demonstrating how this will be developed to reach a broad, diverse audience,
 - c. your proposal outlining the methods you would use to conduct the audit.
 - d. a detailed timeline for expected project progression.
 - e. an outline budget with estimated costings, including your daily rate.

Criteria for Evaluation

- Experience in Racial Justice reviews in the church or charity sector
- Commitment to Racial Justice and cultural competence and consideration of intersectionality
- Knowledge of relevant Racial Justice strategies
- Understanding of The Church of England's diverse stakeholders
- Understanding of effective collaboration with the Diocese of Bath and Wells leadership and network of churches, schools and chaplaincies.
- Inclusion of diverse voices in the audit, strategy and action plan.
- Clear communication skills
- Transparent and realistic budget
- Support and understanding of Christianity and the Church of England [this does not imply that you need to be a practicing member of the Church of England]

If you have any questions or would like an informal discussion about this opportunity, please get in touch with Julia Hill, Head of Mission Support and Ministry Development on julia.hill@bathwells.anglican.org.